

The Relationship of Leadership Empowerment Behaviors with Intention to Stay: A Multi-Mediator Model

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Abstract

The aim of this study was to investigate the relationship between leadership empowerment behaviors (LEB) with intention to stay considering the mediating role of psychological empowerment, job satisfaction and affective commitment. The participants consisted of 150 employees who were selected through simple random sampling method from total employees of an industrial company. The instruments which used in this study include leadership empowerment behaviors (LEB), psychological empowerment, job satisfaction, affective commitment and intention to stay questionnaires. Data were analyzed using Pearson correlation coefficient, structural equation modeling (SEM) and mediation analysis. The results showed that the proposed model fit the data properly. Also all direct and indirect effects were significant.

Keywords: leadership empowerment behaviors, psychological empowerment, job satisfaction, affective commitment, intention to stay.